

# Development and growth

Being your best means you're always learning. We invest in your growth with education and development resources that work hand in hand with your drive and performance to propel your success.

At U.S. Bank, we pay for performance through incentive programs that recognize achievement. The opportunity is here; it's yours for the taking.

## **Development and performance planning**

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Partner with your manager to chart your own course at U.S. Bank. By creating goals, pursuing your interests and taking action on your development, you're in control of your success – and the rewards that go with it – with the full support of U.S. Bank.

## **Mentoring**

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Connect with other U.S. Bank employees through our internal mentoring program, MentorConnect. Build your expertise and leadership skills as a mentor, mentee or in a mentoring group and expand your network or explore your career options.

## **Business resource groups**

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Participate in local chapter or virtual events to connect with colleagues and leaders, share your talents to enrich our communities and grow your skills.

## **Social networking**

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Connect with thousands of your U.S. Bank colleagues on our internal social network. Write a blog, join an online community and learn from coworkers from across the company

## **Learning opportunities**

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U.S. Bank's online learning system is an easy-to-use tool that gives you access to individualized learning plans and personal transcripts, course catalogs, playlists and online courses.

As an employee, you can take thousands of self-paced courses for personal and professional growth from the Skillsoft eLearning Library — everything from Microsoft Office, to Quickbooks, to project management and much more. You can earn CPE, CEU and some college credits.

You may also request access to Udemy for Business, an online learning platform with over 4,000 courses delivered by market leaders, university professors and technology experts. U.S. Bank has curated numerous playlists in partnership with Udemy for our employees.

## **Leading Us**

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We're committed to developing strong leaders who engage our employees, drive customer satisfaction and make their mark in our communities. Leading Us, an online resource, features news, articles and tools that can help you

build your leadership skills centered around our eight Distinctive Leadership Practices. Also, join Leader Forum teleconferences to connect, share best practices and collaborate on a variety of leadership topics.

## **Tuition reimbursement**

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U.S. Bank provides financial support to active, full-time employees with at least six months of service through our Tuition Reimbursement Program.

## **Training partnerships**

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Take advantage of tuition discounts at participating schools, take a skill-building webinar or listen to a podcast on a variety of business-related topics. Eligible employees may take courses through the American Bankers Association, the Center for Financial Training and other providers.

## **New employee resources**

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With helpful checklists, development resources and an overview of the values and principles that set us apart, you'll learn everything you need to know about U.S. Bank during week one. Your manager will help you set a schedule, meet important people and learn other crucial information as you get in the groove.

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U.S. Bank is an equal opportunity employer committed to creating a diverse workforce. We consider all qualified applicants without regard to race, religion, color, sex, national origin, age, sexual orientation, gender identity, disability or veteran status, among other factors.

Credit products offered by U.S. Bank National Association and are subject to normal credit approval and program guidelines. Deposit products offered by U.S. Bank National Association. Member FDIC.

**Investment products and services are:**

**Not a Deposit • Not FDIC Insured • May Lose Value • Not Bank Guaranteed**  
**• Not Insured by any Federal Government Agency**

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